
A STUDY ON QUALITY OF WORK LIFE OF EMPLOYEES AT GURU KRISHNA SPINNING MILLS, THENI

D.Harris Kumar, Assistant Professor,

K V institute of Management and Information studies, Coimbatore

Abstract:-

There was been much concern today about the decent wages, convenient working hours, conducive working conditions, etc .Quality of work life improvements are defined as any activity which takes place at every level of an organization, which seeks greater organizational Effectiveness through the enhancement of human dignity and growth. A process through which the stock-holders in the organization management, unions and employees-learn how to work together better to determine for themselves that actions, changes and improvements are desirable and workable in order to achieve the twin and simultaneous goals of an improved quality of life at work for all members of the organization and greater effectiveness for both the company and the unions.

Content:-

Quality of work life (QWL) is viewed as an alternative to the control approach of managing people. The QWL approach considers people as an ‘asset’ to the organization rather than as ‘costs’.It believes that people perform better when they are allowed to participate in managing their work and make decisions.QWL has multiple dimensions ,some of the most influencing factors and dimensions are been listed below.

Dimensions of Quality of work life

WORK ENVIRONMENT:-Work environment means the milieus around a person. A healthy work environment provides people with opportunities to meet work and personal goals.



ORGANIZATIONAL CULTURAL AND CLIMATE:-Organizational culture tends to be shared by all or most members of some social group; is something that older members usually try to pass on to younger members; shapes behavior and structures perceptions of the world.

TRAINING AND DEVELOPMENT:-Training and development is a subsystem of an organization. It ensures that randomness is reduced and learning or behavioral change takes place in structured format.

BENEFITS:-Benefits and services include any benefits that the employee receives in addition to direct remuneration. The synonyms used are fringes, service, programmes, employee benefits and hidden payroll.

JOB SATISFACTION:-Job satisfaction is one of the importance factors which has drawn attention of managers in the organization as well as academicians. Various studies have been conducted to find out the factors which determine job satisfaction and the way it influences productivity in the organization.

Factors influencing quality of work life:-

Attitude:-The person who is entrusted with a particular job needs to have sufficient knowledge, required skill and expertise enough experience, enthusiasm, energy level, willingness to learn new things, dynamism, sense of belongingness in the organization, involvement in the job, interpersonal relations.

Environment:-The job may involve dealing with customers who have varied tolerance level, preference, behavioral pattern, level of understanding or it may involve working with dangerous machines like drilling pipes, cranes, lathe machines welding and soldering machines, or even with animals where maximum, welding and soldering machines.



Stress Level:-All these above mentioned factors are inter-related and inter-dependent. Stress level need not be directly proportional to the compensation. Stress is of different types-mental stress/physical stress and psychological or emotional stress.

Career Prospects:- Every job should offer career development. That is an important factor which decides the quality of work life. Status improvement, more recognition from the management, appreciations is the motivating factors for anyone to take keen interest in the job.

Challenges:-The job should offer some challenges at least to make it interesting; That enables an employee to upgrade his knowledge and skill and capabilities; whereas the monotony of the job makes a person dull, non-enthusiastic, dissatisfied, frustrating, complacent, initiative-less and uninteresting.

Growth and Development:-If an organization does not give chance for growth and personal development, it is very difficult to retain the talented personnel and also to find new talent with experience and skill.

Research methodologies:-

Descriptive design is used for the present study, Universe consists of 320 employees in Guru Krishna Spinning Mill. The sample of 107 employees was selected from the universe using random sampling technique. Questionnaire method is used for data collections.

Analysis and Interpretation:-

Distribution of the Respondents by Experience

Experience	Frequency	Percent	Cumulative Percent
1-5	54	50.5	50.5
5-10	10	9.3	59.8
10-15	15	14.0	73.8
15-20	10	9.3	83.2
20 and above	18	16.8	100.0
Total	107	100.0	



The above table clearly shows that, majority (50.5%) of the respondents has experience between 1 to 5 years and they are less experienced.

Correlation between various dimensions of Quality of Work Life

		OWE	OOCC	ORC	OTD	OCR	OJS	OQWL
Overall working Environment	Pearson Correlation	1	.427**	.382**	.445**	.316**	.371**	.658**
	Sig. (2-tailed)		.000	.000	.000	.001	.000	.000
	N	107	107	107	107	107	107	107
Overall Organization Culture and Climate	Pearson Correlation	.427**	1	.335**	.458**	.347**	.438**	.662**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	107	107	107	107	107	107	107
Overall Relation and Cooperation	Pearson Correlation	.382**	.335**	1	.313**	.485**	.473**	.677**
	Sig. (2-tailed)	.000	.000		.001	.000	.000	.000
	N	107	107	107	107	107	107	107
Overall Training and Development	Pearson Correlation	.445**	.458**	.313**	1	.457**	.494**	.715**
	Sig. (2-tailed)	.000	.000	.001		.000	.000	.000
	N	107	107	107	107	107	107	107
Overall Compensation and Rewards	Pearson Correlation	.316**	.347**	.485**	.457**	1	.616**	.729**
	Sig. (2-tailed)	.001	.000	.000	.000		.000	.000
	N	107	107	107	107	107	107	107
Overall Job Satisfaction	Pearson Correlation	.371**	.438**	.473**	.494**	.616**	1	.791**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	107	107	107	107	107	107	107
Overall Quality Of Work Life	Pearson Correlation	.658**	.662**	.677**	.715**	.729**	.791**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	107	107	107	107	107	107	107

** . Correlation is significant at the 0.01 level (2-tailed).



It is inferred from the above table that all the dimensions are positively and significantly correlated with Quality of work life at 1% level of significance. It is also found that all these dimensions are highly correlated with other dimensions.

FINDINGS:-

- Majority(68.2%) of the respondents are belonging to the age group of 20 to 23 years.
- Majority (52.3%) of the respondents are female.
- Majority(55.1%) of the respondents are married.
- Majority (72.9%) of the respondents are sliders.
- Majority (50.5%) of the respondents are working in spinning department.

Suggestions:-

All the dimensions are positively related with quality of work life at Guru Krishna spinning mills. Although dimensions like working environment, organization culture and climate and relation and cooperation are relatively less correlated while comparing to other dimensions. So the organization has to focus on further improving these dimensions will enhance the quality of work life.

Conclusion:-

The present study examined the existence of quality of work life among employees in Guru Krishna spinning mills is highly standard. The individual, organization and the society benefits out of quality of work life efforts, thereby creating better people and better society is needed to lead a happy life.



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